



# Fire Department

## Our Mission

To protect the lives and property of the citizens and visitors of College Station during all emergencies and disasters, whether natural or man-made,  
To promote a safe community through public education and fire prevention in order to maintain and uphold the integrity of the City and its neighborhoods,  
To maintain a high standard of training and education for our employees,  
To encourage our employees to serve as role models and participate in the community, and  
To utilize effectively and efficiently all available resources to provide service deemed excellent by the people.

## Thank you for your interest in the College Station Fire Department!

The City of College Station is a growing community of approximately 100,500 and the home of Texas A&M University. We are a progressive department searching for qualified persons willing to make a personal commitment to fire safety and prevention. The City of College Station is an equal opportunity employer, and it is our policy to provide equal employment opportunities without regard to race, color, disability, religion, sex, national origin, age or communicable disease. These procedures represent equal and fair guidelines for all prospective employees, and provide the foundation for a rewarding and productive work environment.

If you have any questions concerning the information provided, please feel free to contact the Human Resources Department (979)764-3517.

## DEPARTMENT HISTORY

The College Station Fire Department evolved from a volunteer fire department at Texas A&M University. In 1969, the City of College Station took over the volunteer department. The city hired one full-time firefighter to staff the original station and maintain apparatus. The majority of the fire fighting was still conducted by volunteers made up of staff and students from Texas A&M.

Throughout the years, the Fire Department has seen substantial growth and the conversion to a fully paid fire department. Current staffing within the department includes 123 shift personnel, 6 Fire Prevention personnel, 6 administrative personnel, and 4 support staff.

The College Station Fire Department is considered a proactive force, which is evident by the drop in the number of major loss fires and an increase in the number of persons reached through our public education programs.

The College Station Fire Department is deeply involved in Emergency Medical Services. The department staffs four first run ambulances with EMT-Paramedics and has two reserve ambulances. Response territory for EMS includes the City of College Station and the southern half of Brazos County.

The department staffs six paramedic engines, one paramedic Ladder, and a command vehicle each 24 hour shift from five stations. Station 1 is located at 304 Holleman Drive East; Station 2 is located at 2100 Rio Grande Drive; Station 3 is located at 1900 Barron Rd; Station 4 is located at Easterwood Airport; Station 5 is located at 1601 William D. Fitch Parkway. Station 6 is located at 610 University Dr. E. Administrative offices are located at 300 Krenek Tap Road.

## CURRENT ENTRY REQUIREMENTS

All applicants must possess one of the following;

1. TDSHS EMT-P or NREMT-P certification.

2. Valid Texas Commission on Fire Protection Basic Structural Firefighter Certification and TDSHS EMT-Basic or NREMT-B certification.

## Other minimum standards are as follows:

1. At least 18 years of age.
2. Possess a valid Texas driver's license.
3. Have no more than 3 moving traffic violations within any 12 month period during the last 3 years.
4. No night vision restrictions that cannot be corrected with standard glasses or contact lenses.
5. Minimum vision of 20/200 in both eyes, correctable to 20/40.
6. Have no eye condition that restricts peripheral vision.
7. No D.U.I. or D.W.I. convictions within the last three years as of date of application
8. Weight/height must be proportionate.
9. Free of any physical or mental condition that would interfere with the essential functions of a firefighter/paramedic.
10. Able to pass a medical/physical examination and drug screening.
11. Not have been convicted of
  - \* Any felony offense
  - \* Any Class A misdemeanor or equivalent
  - \* Any Class B misdemeanor within the previous 12 months
  - \* Any offense involving Family Violence as defined by the Texas Penal Code.
  - \* Any Class C misdemeanor (except minor traffic violations) within 6 months

## APPLICATION PROCESSING INFORMATION

Applications are accepted electronically anytime at <http://csjobs.cstx.gov>. Applications can be completed at the Human Resources Department Monday through Friday, 8:00 a.m. to 5:00 p.m. Following submission of an employment application, qualified applicants must participate in a written examination and a physical ability evaluation. The entrance examination is administered annually or when the need arises.

Qualified applicants will be notified of the exact date, time, and location of the examination.

### **EMPLOYMENT PROCEDURES**

**Written Examination:** All candidates must take a written examination that covers, but is not limited to, general knowledge, reading, comprehension, arithmetic, mechanical aptitude, and customer skills.

A minimum of 70% correct must be scored to be considered eligible to continue the application process.

**Physical Ability Evaluation:** This is designed to examine an applicant's strength, stamina, and overall physical ability to perform the duties of a firefighter. There are eight tasks that must be performed within a specific time limit. An additional un-timed task tests the applicant's ability to work at heights.

**Personal History Statement:** All qualified applicants are required to complete a comprehensive Fire Department personal history statement packet that will be used as a resource for a thorough background check.

**Polygraph:** Department administered.

**Oral Review Board:** Successful applicants in the above areas will participate in an oral review board. Board members are chosen from Fire Department personnel.

**Final Interview:** The final step will be an interview with the Fire Chief and Assistant Chief/Operations. Candidates are chosen from the pool of applicants who have completed all stages of the hiring process.

**Pre-Employment & Post-Offer Test:** An offer of employment with the College Station Fire Department is made contingent upon the passing of a pre-employment drug test, driving check and criminal check. Completion of a post-offer medical/physical examination by a licensed physician will then be required.

### **COMPENSATION**

**Base Annual Salary** - \$39,224.64

**Firefighter 2<sup>nd</sup> class**- \$41,088.32 (after 12 months)

**Firefighter 1<sup>st</sup> class**- \$43,068.48 (after 24 months)

#### **INCENTIVE PAY:**

EMT-Paramedic certification - \$200.00/mo  
Language Pay

Oral - \$25.00/mo

Written - \$35.00/mo

ARFF \*- \$50.00/mo

Haz-Mat Tech\* - \$50.00/mo

Arson Investigator\* - \$50.00/mo

\* Limited positions available

#### **CERTIFICATION/EDUCATION PAY:**

TCFP Advanced Certifications

Intermediate - \$75.00/mo or

Advanced - \$100.00/mo or

Master - \$150.00/mo

and/or

Associates Degree - \$25.00/mo or

Bachelors Degree - \$50.00/mo or

Masters Degree - \$75.00/mo

Longevity - \$4.00/mo per year of service, starting after one year.

### **BENEFITS**

**Vacation:** Firefighters earn annual leave at the following rate: first year- 5 shifts; 1-18 years- 7 shifts; over 18 years- 9 shifts.

**Holidays:** Firefighters receive five paid holiday shifts per year.

**Retirement:** Each employee contributes 7% of his/her salary into the Texas Municipal Retirement System. Effective January 1, 2002, employees are vested after five years, at which time the City contributes to the fund at a 2:1 ratio.

Employees may retire at any age with 20 years of service. An employee may retire after five years of service if they have reached 60 years of age. An employee who leaves the service of the city and ceases to be a member of TMRS is entitled to a refund of all accumulated contributions in his/her account or may leave them in the fund for up to five years.

**Deferred Compensation:** The City offers two voluntary 457 deferred compensation plans administered by I.C.M.A. and Nationwide Retirement Solutions.

**Group Health & Life Insurance:** The City offers excellent health plan options to eligible employees which include medical, dental and prescription coverage. The City also provides, *and pays for*, term life insurance and accidental death & dismemberment in the amount equal to twice annual salary for eligible employees. Employees may purchase supplemental employee and dependent life insurance at a reasonable cost. All benefits are effective on the first of the month following the first date of employment.

**Sick Leave:** All full-time regular employees accrue 1/2 shift (12 hours) per month, or 6 shifts (144 hours) annually.

**For additional information contact:**  
**College Station Fire Department, Recruiting.**  
300 Krenek Tap Rd,  
College Station, TX 77840

979-764-3705

979-764-3403 (fax) Email:

[CSFDrecruiting@cstx.gov](mailto:CSFDrecruiting@cstx.gov)

Internet: <http://csjobs.cstx.gov>



*Making a difference everyday!*